

Unauthorized Absence, Desertion, and Attrition Rates
for First-Term Navy Enlisted: A Twelve-Year Perspective

E. K. Eric Gunderson
Naval Health Research Center
P.O. Box 85122
San Diego, California 92138

**Reproduced From
Best Available Copy**

DISTRIBUTION STATEMENT A
Approved for Public Release
Distribution Unlimited

Report Number 80-33

supported by the Naval Medical Research and Development Command,
Department of the Navy, under Research Work Unit M0096-PN.001-1036.

No endorsement by the Department of the Navy
has been given nor should any be inferred.

19990714 134

Unauthorized Absence, Desertion, and Attrition Rates
for First-Term Navy Enlisted: A Twelve-Year Perspective

Problem

The high rates of first-term attrition and desertion among naval personnel in recent years have become of increasing concern to manpower planners. Analysis of changing personnel characteristics and organizational policies, practices, and conditions as well as their relationships to first-term attrition are necessary to understand the nature and complexity of this problem. Excessive rates of enlisted turnover are both expensive and disruptive, wasting training investments and causing shortages of experienced personnel. This report provides a summary of historical information pertaining to selected factors that can be shown to affect attrition. Trends are examined over more than a decade to gain perspective on the problem and its probable causes.

Background

During the past several years the Naval Health Research Center, San Diego, has constructed a historical personnel data file for all Navy enlisted going back to 1965. This file contains basic personnel data from the Enlisted Master Record (EMR), such as age, sex, race, marital status, education, and aptitude scores, and a chronological history of important changes in personnel status derived from "loss and gain" entries in the EMR, such as promotions, demotions, unauthorized absences, desertions, discharges, and reenlistments. The file was constructed to conduct longitudinal studies of health and disease in various

naval populations, but the system can be used to track performance and attrition as well as disease and disability. A close collaborative relationship has been established with the Naval Personnel Research and Development Center, San Diego, for the development and utilization of this file.

In April 1977 the author presented preliminary data on personnel effectiveness and attrition at the Office of Naval Research sponsored conference on "First Term Enlisted Attrition." Subsequently, the Chief of Naval Operations (OP-98) sponsored a study of "Indices of Unit Effectiveness Related to Attrition." The objective of this study was to examine personnel and organizational factors related to the high rates of manpower loss among first-term enlistees and to identify possible indicators of organizational effectiveness. The present report is concerned with the impact of selected personnel and occupational factors on unauthorized absence, desertion, and attrition rates among Navy enlisted personnel.

Based upon past studies several major factors were believed to impact upon first-term personnel effectiveness and attrition. Briefly, these factors were: demographic characteristics, personnel quality, personnel motivation or commitment, and organizational influences.

Demographic characteristics, including age, sex, race, and marital status, have consistently related to differences in attrition. Age at enlistment, sex, and race are examined in the present study.

Personnel quality, measured by AFQT or GCT scores and schooling completed, represents the most important factor predicting attrition.

Personnel motivation or commitment has been shown in many studies to correlate with early attrition. In most of these studies this factor is measured

by means of attitudinal questionnaires. In the present study this factor is measured by term of enlistment and delayed entry status.

Finally, organizational influences represent an important but less well-known factor in attrition. The most critical organizational influence is occupational assignment. Such assignment involves not only the individual's abilities and motivations but to an important degree organizational processes of vocational assessment and guidance, training, job placement, and general working conditions. At the ship and division or work group levels the important organizational influences of leadership and personal supervision come into play.

Results

Overall Trends

Overall Navy first-term attrition increased substantially from 1966 through 1975. (See Table 1 of Appendix.) The total premature loss after two years was 10% for Fiscal Year 1966 accessions and 29% for Fiscal Year 1975 accessions--a 3-fold increase. The four-year loss increased from 17% to 41% during the same period. (Note that the latter figures include individuals with 2- and 3-year terms of enlistment.)

The largest increment in the two-year attrition rate was from Fiscal Year 1968 (12%) to Fiscal Year 1970 (23%)--well before the All Volunteer Force. This increment could not be explained by a change in personnel quality because the quality of accessions as measured by average GCT scores and percent graduated high school remained stable during this period. There was a notable

decline in the quality of accessions during the periods June 1972 through November 1972 and March through September 1974, however, which could help explain the peak attrition rate seen among Fiscal 1974 accessions.

Attrition rates declined slightly for both 1975 and 1976 accessions compared to the 1974 level. Thus, overall first-term attrition appears to have declined slightly and stabilized since the 1974 high.

Figure 1 shows historical trends over the past decade in premature attrition for male four-year accessions only. The points on the curves represent the percents of the cohorts remaining on duty after the periods of time indicated. It can be seen that most of the increase in attrition rates occurred during the Vietnam era and that little increase was evident after Fiscal Year 1972.

Demographic Factors

The effects of sex and race on attrition were examined in a series of analyses. The overall male-female differences can be seen in Table 2 of the Appendix. During the period 1966-1968 women had an attrition rate of more than 50% within two years compared to about 10% for men. Attrition rates for women sharply decreased from 1968 to 1974 while the rates for men increased. For 1974 and 1975 accessions, the two-year attrition rate for men was slightly higher than that for women. Attrition rates were the same for 1976 and 1977 male and female accessions. Although attrition rates for men and women have been comparable for the past several years, the primary reasons for attrition were quite different--disciplinary or administrative for men and pregnancy for women.

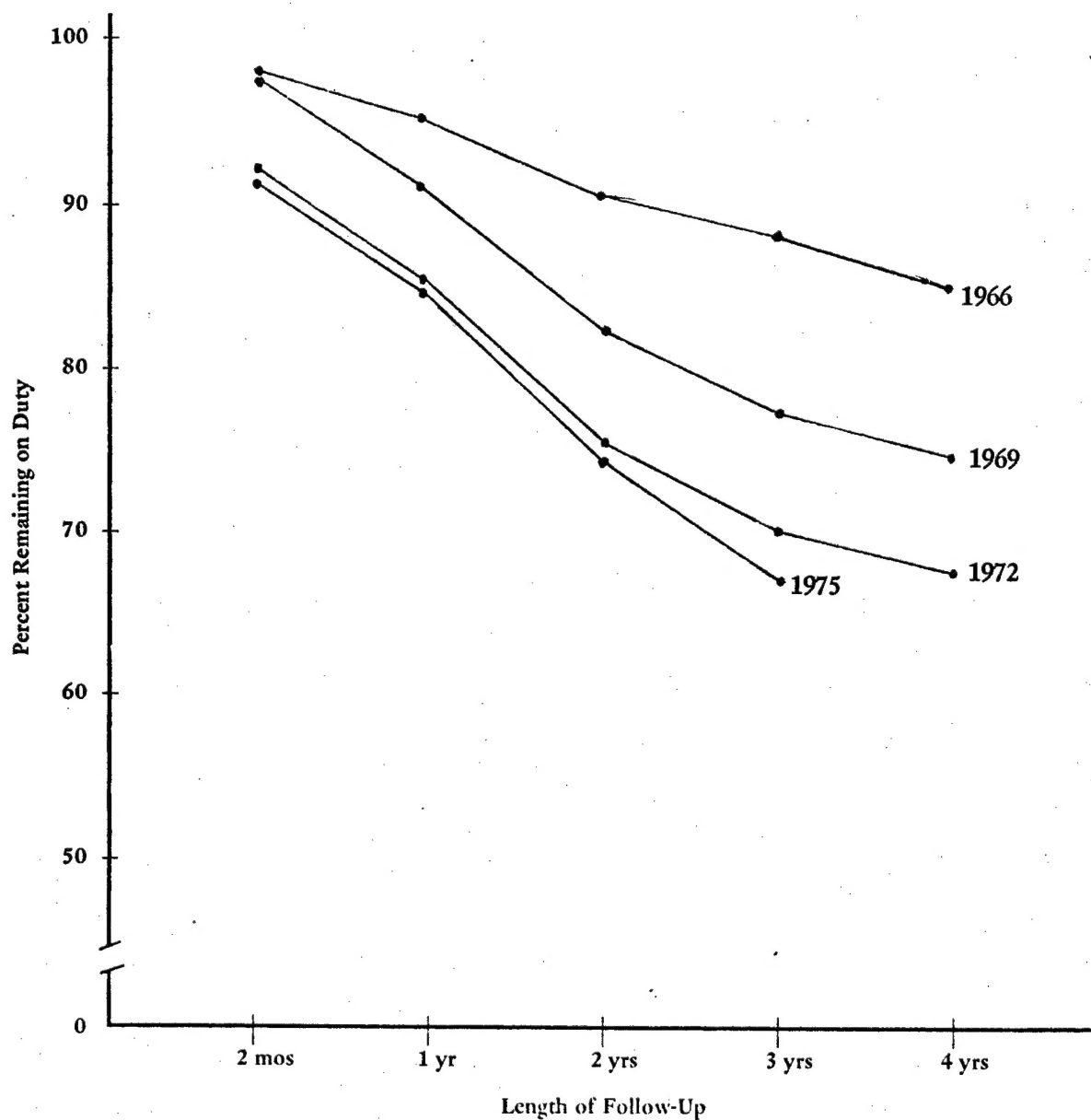


Fig. 1. Percent Remaining on Duty for Male Four-Year Accessions by Fiscal Year

To compare attrition rates of Blacks and Whites, it was necessary to equate or control for educational and aptitude differences. The results are shown in Tables 4 and 5 of the Appendix. In Table 4 attrition rates are shown for high school graduates and non-graduates separately. With education level equated, Blacks consistently showed more attrition than Whites, but these differences generally were small, particularly after 1974. These trends are displayed more clearly in Figure 2. It can be seen that the effects of race on attrition are small when educational differences are controlled, but the impact of high school graduation on attrition is great for both Blacks and Whites.

Table 5 of the Appendix presents attrition rates for Blacks and Whites broken down by Mental Group. Mental Group was determined by either AFQT or GCT scores. When Blacks and Whites were equated on Mental Group, attrition generally was slightly greater for Blacks. Group IV Blacks tended to have less attrition than Group IV Whites, however, and Blacks in Fiscal 1977 had less attrition than Whites at all levels.

Personnel Quality and Motivation or Commitment

It has already been shown that education and mental group are important determinants of attrition for both Blacks and Whites. Education is the most important single variable in predicting attrition: High school graduates generally have only one-half the attrition rate of nongraduates.

Another variable that contributes to attrition is age at enlistment. This demographic variable is considered here to be an indicator of personnel quality because of its implication of immaturity and its relationship to non-completion of high school. Results can be seen in Table 6 of the Appendix for

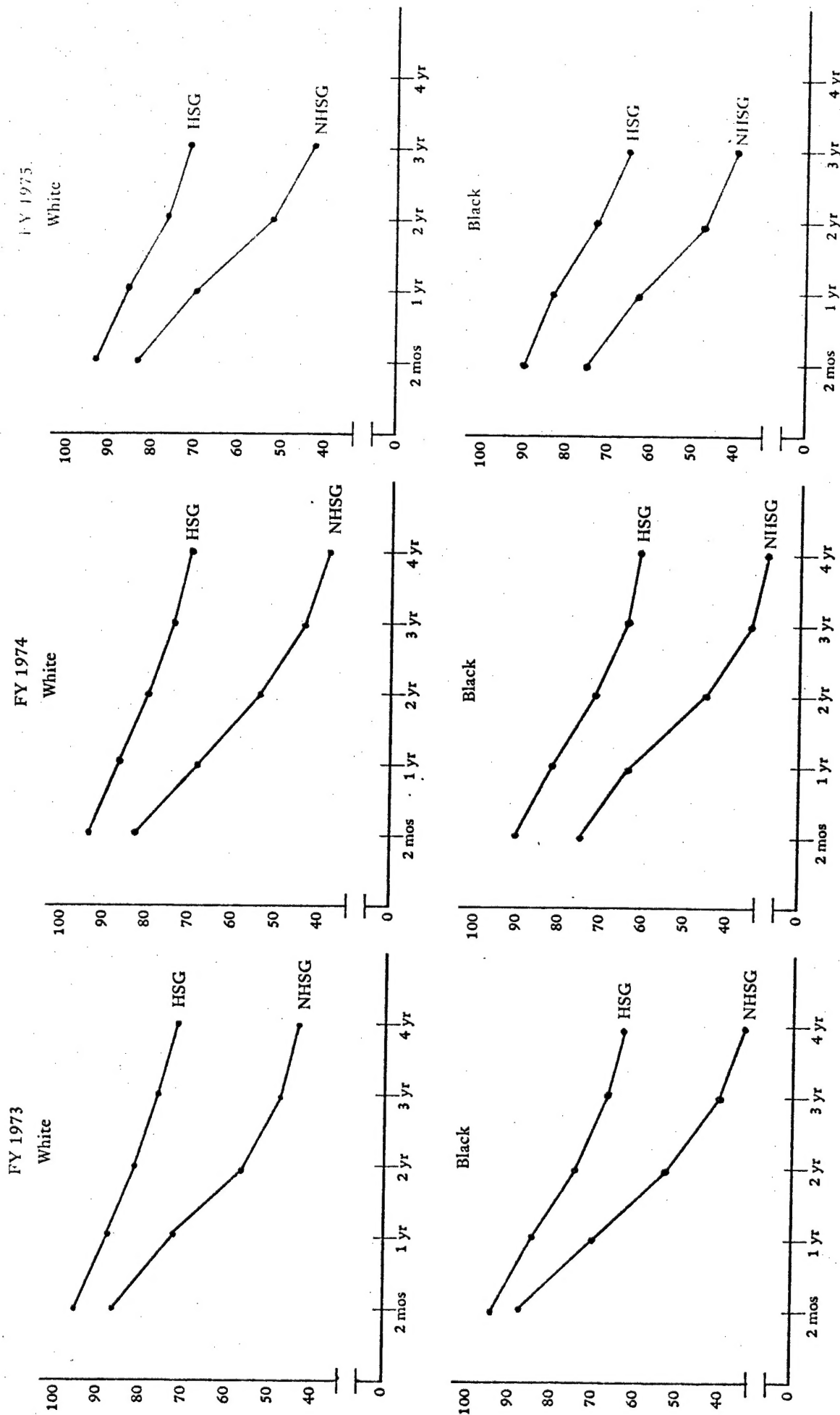


Fig. 2. Percent Remaining on Duty for Male Four-Year Accessions by Fiscal Year, Race, and Education.

male four-year accessions. For the 1974-1976 period, 17-year old enlistees, both graduates and nongraduates, had more attrition than older enlistees of comparable education. The least attrition was seen for 18- and 19-year olds. Age at enlistment was a relatively weak and unstable factor, however; in 1977 accessions there was a tendency for older enlistees to show most attrition.

Term of enlistment was presumed to be a direct measure of personnel motivation or commitment and, therefore, was expected to affect first-term attrition. In Table 3 of the Appendix results are shown for male accessions over a four-year period. In 1974 and 1975, three-year enlistments showed much higher two-year attrition rates than four-year enlistments; at the same time six-year enlistments had very low attrition rates. This pattern strongly confirmed the expected relationship between term of enlistment and attrition. In 1976 and 1977, however, enlistment policy changes resulted in few three-year enlistments, and the significance of term of enlistment for attrition was nullified.

The impact of delayed entry on attrition is shown in Table 7 of the Appendix. Attrition rates are shown for male Caucasian four-year accessions by delay status (yes or no), education level, and fiscal year. Attrition rates are substantially lower for both high school graduates and nongraduates under conditions of delayed entry. In a further analysis it was found that the longer the delay, the lower the attrition rate. This effect is clearly shown in Figure 3.

Delayed entry, of course, was strongly associated with completing high school; it probably reflects superior motivation or commitment on the part of

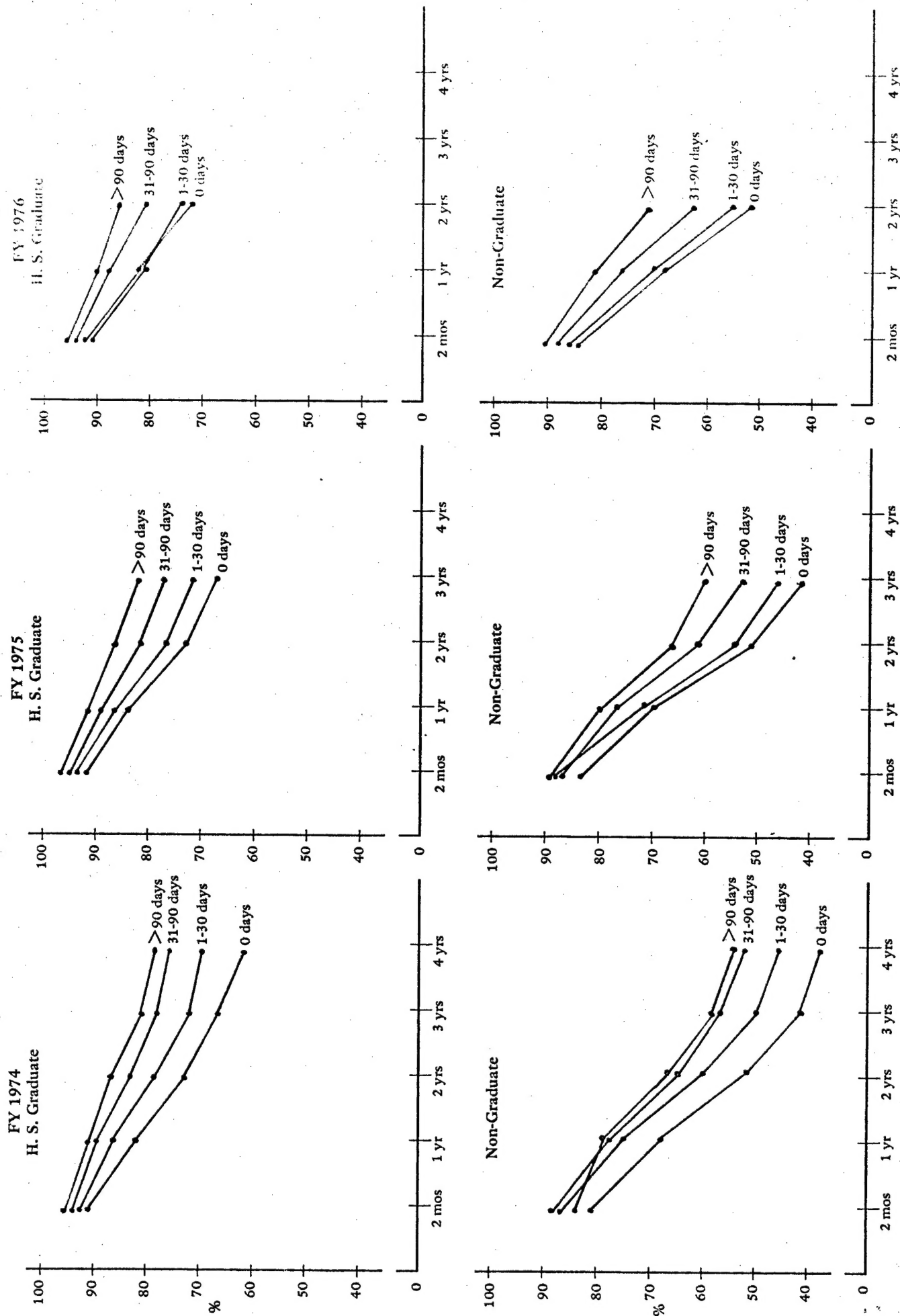


Fig. 3. Percent Remaining on Duty for Male Caucasian Four-Year Accessions by Fiscal Year, Education, and Delayed Entry Status.

the enlistee. In any case, delayed entry appears to be a valuable management option that is both effective and inexpensive.

The value of delayed entry as a screening device is further demonstrated in Table 8 of the Appendix. Attrition rates are shown by delayed entry status and SCREEN score² for male Caucasian four-year accessions. It is clear that delayed entry lowered attrition in all SCREEN score categories for all three years.

Occupational Differences

Navy enlisted occupational fields and specific ratings examined in the present study are listed in Table 9 of the Appendix.

A series of analyses were conducted of attrition rates for selected occupational groups. Table 10 of the Appendix shows attrition rates for male Caucasian four-year accessions in 12 major occupational groups and 18 individual rating groups. Three groups of nonrated personnel (SN/SA/SR, FN/FA/FR, and AN/AA/AR) also were included in the analyses. These nonrated groups were largely composed of individuals who attrited early for administrative or disciplinary reasons or who did not perform well enough to "make a rate." Table 10 contains data for Fiscal Years 1970-1972 and represents a baseline period prior to the All Volunteer Force. Four-year attrition was quite stable over this three-year period for most occupations, and differences among occupational groups were not large. The highest attrition over the three years was in the Mess Management specialty (MS); the next highest was in the Hospital Corpsman (HM) specialty. The lowest attrition was seen in the Boatswain's Mate (BM) and Cryptology specialties. Late entry into the BM rating undoubtedly was a

major factor in the low attrition for that occupation. The largest increase in attrition was in the Boiler Technician (BT) specialty--from 16% in 1970 to 27% in 1972. Separate analyses by educational level were not conducted during the 1970-1972 period.

Beginning in Fiscal Year 1973, attrition rates were computed separately for high school graduates and nongraduates in each occupational group. The results for Fiscal Years 1973 through 1977 are shown in Tables 11 through 15 of the Appendix. The populations for these analyses were restricted to male Caucasian four-year accessions.

Differences in attrition among the 12 major occupational fields (Seamanship, Operations, etc.) were greatest for Fiscal 1974 accessions. Engineering personnel had the highest attrition for high school graduates (24%) and for both education levels combined. Health Care personnel had the highest attrition among nongraduates (47%). The Operations and Logistics groups had relatively high attrition rates for both high school graduates and nongraduates. The Seamanship, Ordnance, Aviation/Maintenance/Weapons, Administrative, and Sensor groups had relatively low attrition. Of the nonrated groups the SN/SA/SR group had the highest attrition rates: 74% for high school graduates and 85% for nongraduates.

Differences among the 18 individual ratings (BM, BT, etc.) also were large for Fiscal 1974 accessions. BTs had the highest attrition: 33% for high school graduates and 51% for nongraduates. HM and MS nongraduates also had very high rates (47% and 48%, respectively). Lowest attrition was for the PM and Cryptology specialties. Attrition also was low for the IX and AT specialties.

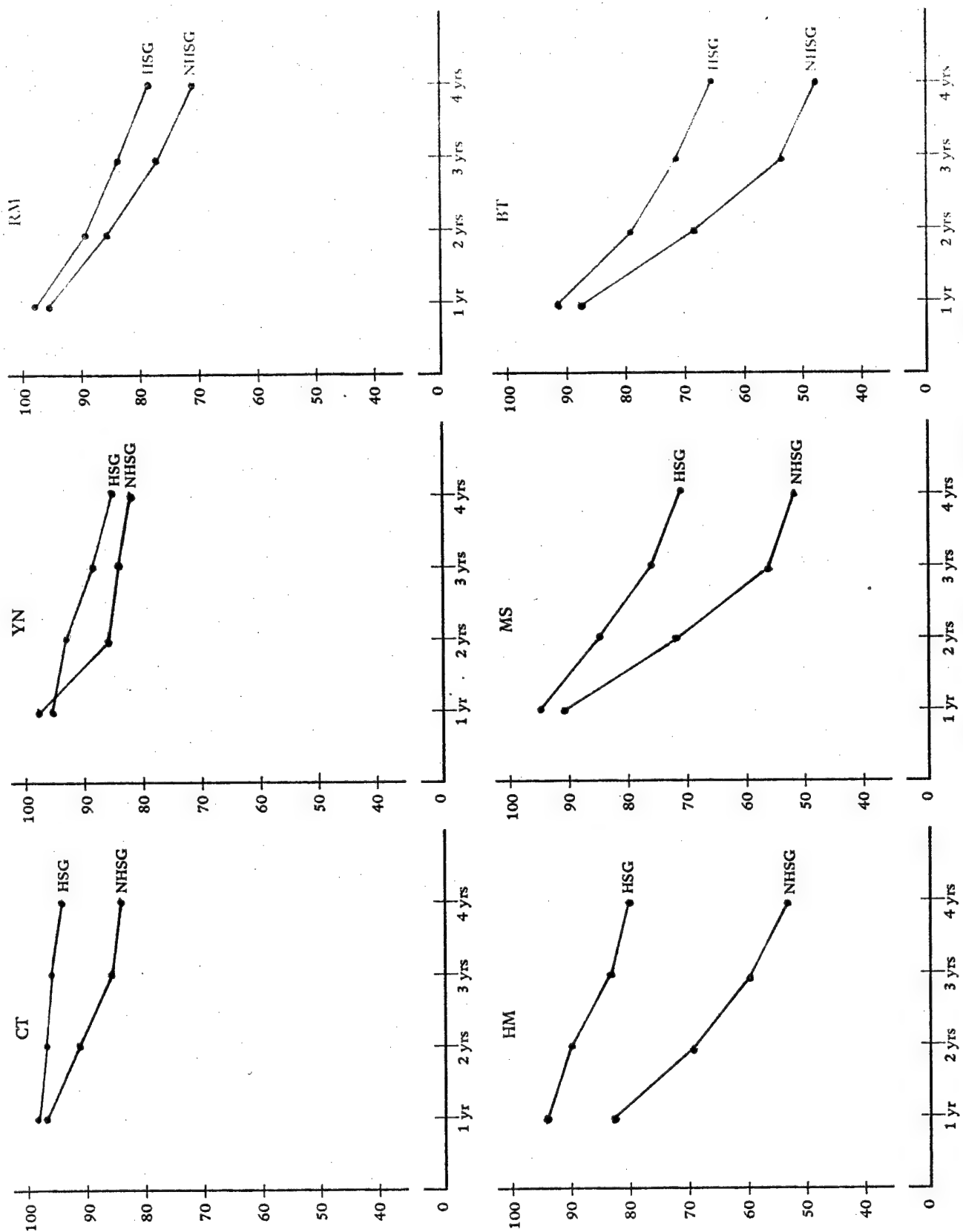


Fig. 4. Percent Remaining on Duty for FY 1974 Male Caucasian Four-Year Accessions by Occupation and Education.

Some of these differences in attrition by occupational specialty are illustrated in Figure 4. It can be seen that various occupations differed markedly in attrition rates but also that the impact of education level on attrition differed greatly as well.

During the 1973-1977 period there were slight increases in attrition rates for most occupations through 1975, followed by slight reductions in 1976 and 1977. There were a number of exceptions to this general rule, indicating significant variability among the occupations studied. For example, Engineering personnel showed sizable increases in attrition rate through 1975, particularly BTs, and then slight decreases in 1976 and 1977. Also, the Logistics group showed large increases, particularly for the MS and SH specialties.

Maintenance personnel showed a general decrease in attrition during 1973-1977 as did the Aviation/Maintenance/Weapons group, particularly the AM and AT specialties. Fiscal 1977 accessions showed decreases in 1-year attrition for a number of specialties, including MS, BT, and HT; the nonrated aviation group also showed a significant decrease. It seems clear that in addition to the general Navy-wide trends observed, there was some variability in how different occupational fields and specialties were affected.

Unauthorized Absences and Desertions

Overall trends with respect to UA and desertion rates during the past several years are shown in Figure 5. The points on the curves represent numbers of occurrences per 1,000 population for each 6-month interval from July 1973 through December 1978. It can be seen at the bottom of the Figure that

desertion rates tended to increase steadily for both rated and nonrated personnel, reaching a high point during the July-December 1977 period. The ratio of more than 10 to 1 nonrated to rated for most comparisons indicates that UAs and desertions are largely restricted to nonrated personnel. It is of interest that the early peak in UA incidence for nonrated personnel (January-June 1973) follows closely on an extended period of low quality personnel accessions (June 1972 - November 1972).

Figure 6 shows desertion rates for nonrated personnel in selected occupations over the 1973-1978 time periods. Health Care, Aviation, and Construction personnel had the lowest rates, and these groups showed little or no increase over the period of study. Engineering and Logistics personnel had the highest desertion rates, and these rates increased considerably during this time period. Ordnance personnel had an intermediate desertion rate which increased sharply during the July-December 1976 period but decreased to more moderate levels in later time periods.

Unauthorized absence rates for nonrated personnel in selected occupations are shown in Figure 7. The Navy-wide increase for the January-June 1974 period is clearly evident, and a second peak for the July-December 1977 period also is apparent. Engineering personnel, particularly the nondesignated FN/FA/FR group, had much higher UA rates than other groups during 1973-1976. Logistics personnel showed the largest increase in UA rate, ending up higher than Engineering personnel. Health Care, Aviation, and Construction groups had relatively low UA rates while Ordnance personnel had an intermediate rate.

Analyses of UA and desertion rates also were conducted based upon cohorts of accessions for Fiscal Years 1972-1975. The results are shown in Table 16 of the Appendix.

Organizational Influences

One of the factors that encouraged high attrition in recent years was the Department of Defense "easy-out" policy which was subsequently implemented in all of the services. In the report on the Fiscal Year 1974 DOD appropriations bill, the House Appropriations Committee urged new simplified procedures for discharging "marginal performers" who had served at least one year after initial training.³ Each of the services adopted such programs, but the losses incurred were much higher than anticipated--more than six times the Committee guidelines. It should be noted, however, that large increases in first-term attrition had occurred well before the implementation of the "easy out" policy.

A marked change in the personnel composition of the Navy occurred during the period 1968-1977, and this change may have affected personnel effectiveness and attrition rates. The change in composition is reflected in Table 1 below.

Table 1

Percentage Distribution of Navy Enlisted Personnel by Age

<u>Age Group</u>	<u>Percent of Total Navy Enlisted</u>				
	<u>1968-1969</u>	<u>1970-1971</u>	<u>1972-1973</u>	<u>1974-1975</u>	<u>1976-1977</u>
17-19	10.8	10.8	14.0	19.9	19.9
21-25	47.1	47.3	41.0	34.2	33.4

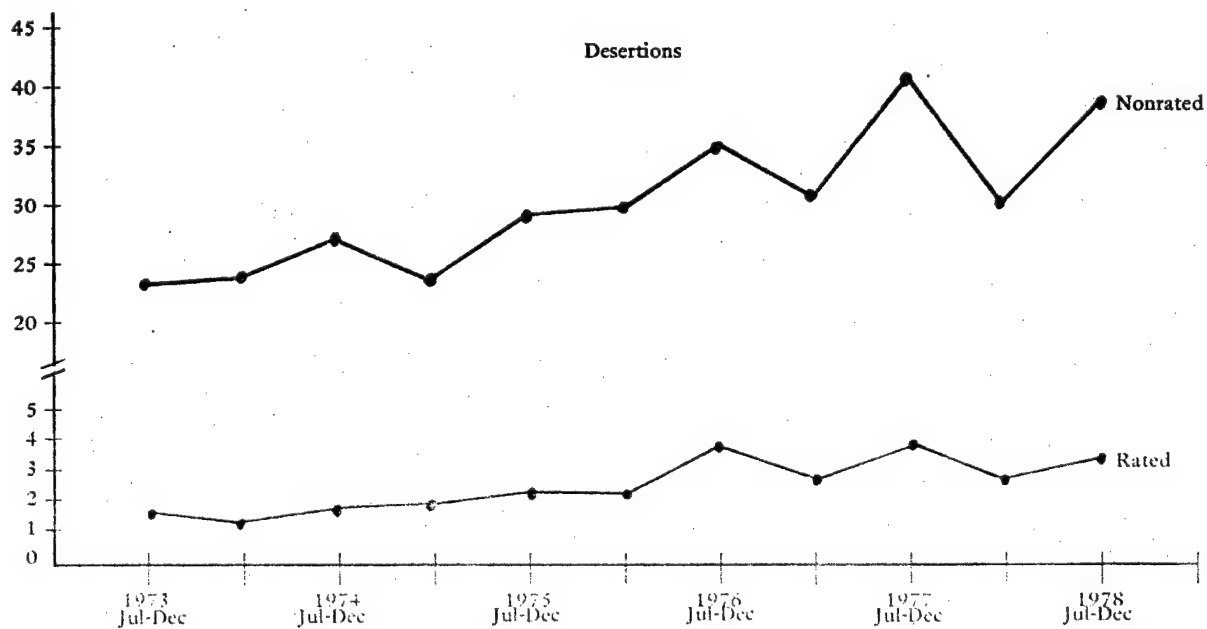
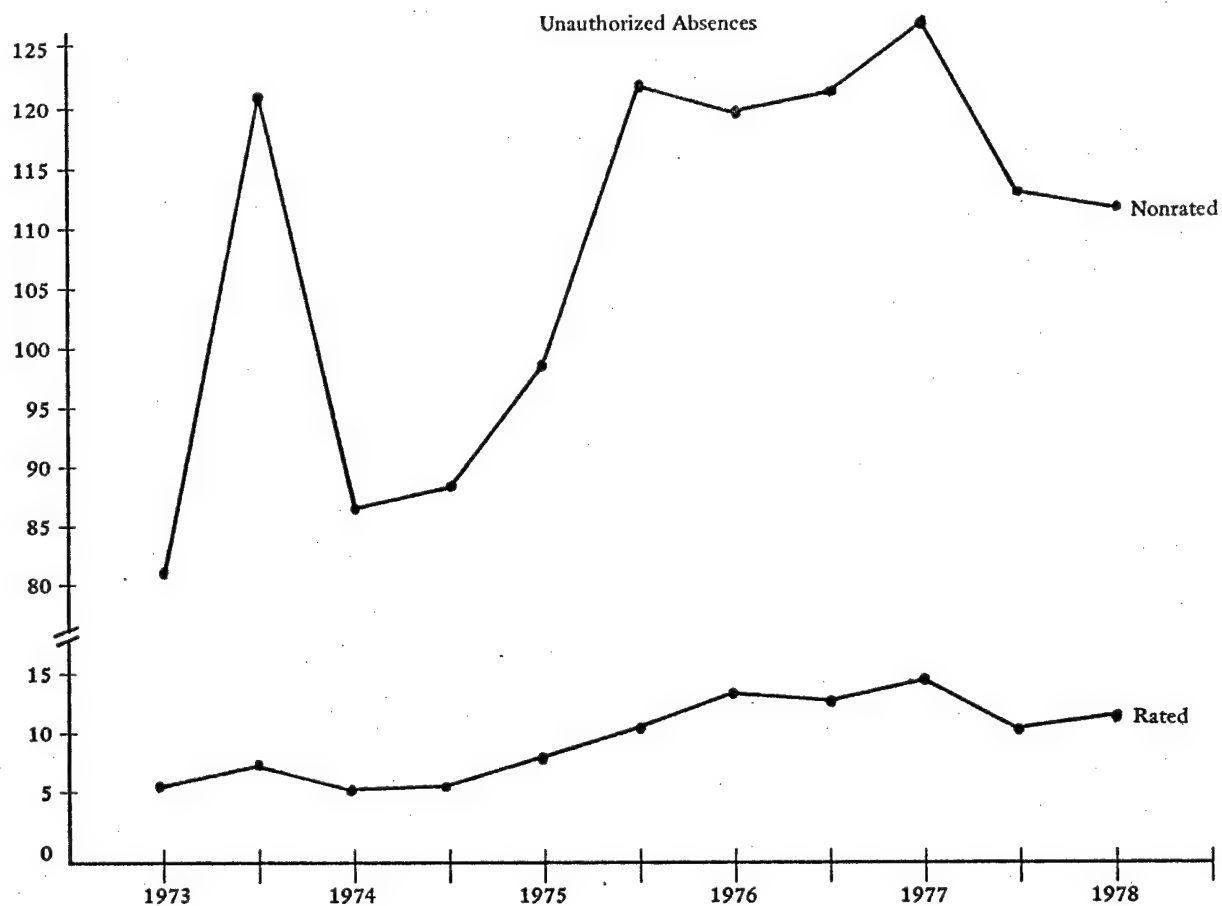


Fig. 5. Unauthorized Absence and Desertion Rates for Male Enlisted by Pay Grade (Rated/Nonrated) and Six-Month Time Interval (Rates are numbers of UAs or Desertions per 1000 population.)

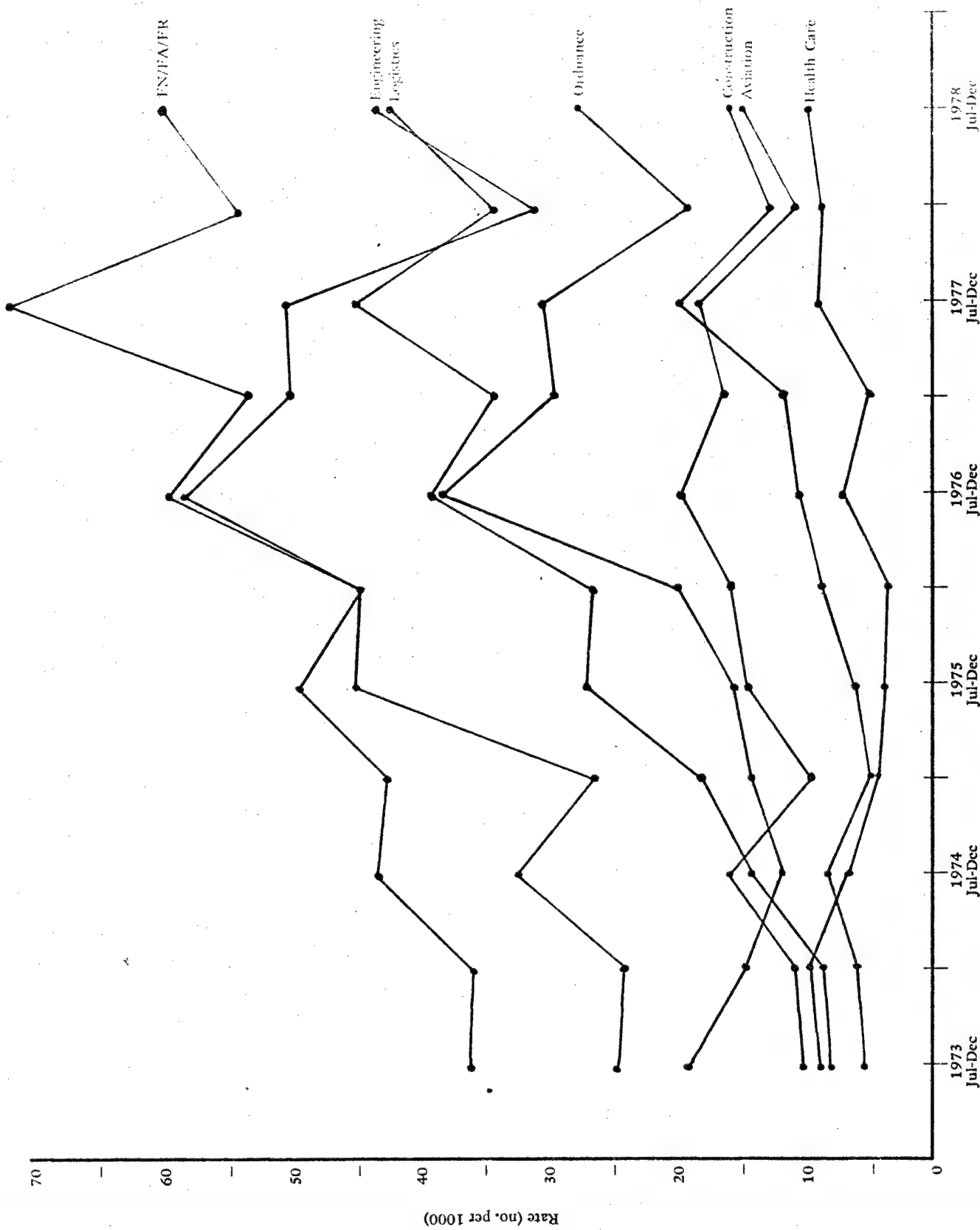


Fig. 6. Desertion Rates for Nonrated Male Enlisted by Selected Occupational Fields.

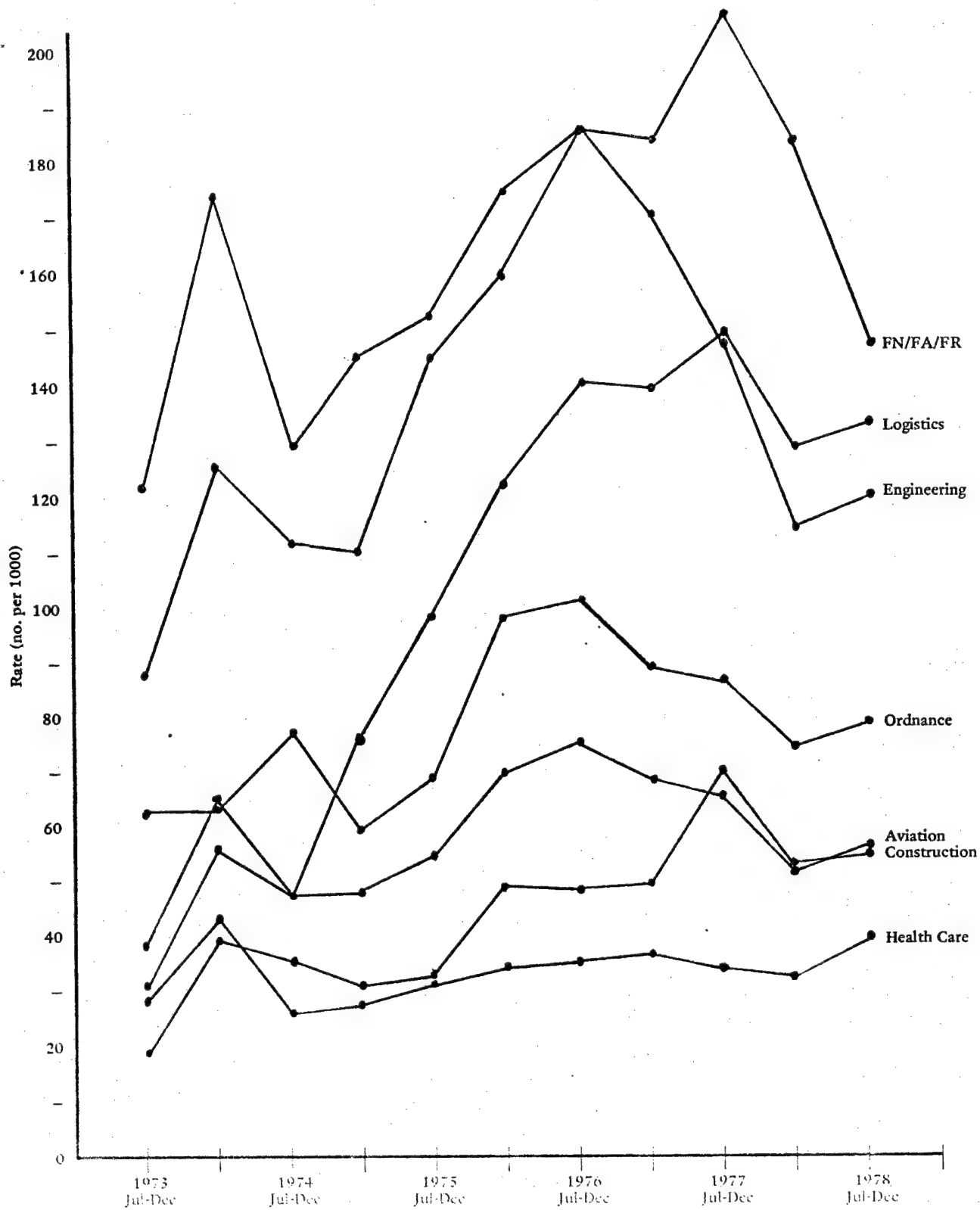


Fig. 7. Unauthorized Absence Rates for Nonrated Male Enlisted by Selected Occupational Fields.

From the Table it can be seen that there was a marked shift in the relative proportions of young, inexperienced personnel and older, experienced personnel. This major change may have had the effect of reducing the pool of experienced personnel and forcing inexperienced personnel to perform jobs that they could not perform. Also, it seems likely that supervision and leadership would suffer when there is a shortage of experienced, middle level personnel. It is not clear whether the shortage of experienced personnel implied by Table 1 was a cause or an effect of high attrition--probably a combination of both.

The relationships of shipboard habitability and work climate to UA and desertion rates, division performance, and personnel safety have been investigated in a series of large-scale studies aboard surface ships. Results have been summarized in previous reports.^{1,4} Engineering personnel not only perceived their work environments as hot, noisy, dirty, and unsafe but also incurred many more UAs, desertions, and more injuries and illnesses during operational deployments than other personnel. Division leadership also was shown to correlate with personnel performance and safety.⁴ Some of these organizational factors and their relationships to performance and retention have been noted in a recent GAO Report to the Congress (AWOL in the Military: A Serious and costly Problem, General Accounting Office, FPD-78-52, March 1979).

Differences in Unit Effectiveness

As a first step in developing indices of unit effectiveness, UA and desertion data were extracted from historical personnel data files for 104 individual ships (16 carriers; 43 cruisers, frigates, and guided missile destroyers, and 45 amphibious or landing craft) during the period July 1973 through December

1978. UAs and desertions were aggregated separately and in a combined unit effectiveness index over 11 6-month intervals. Incidence of UA/desertion for individual ships was broken down by pay grade (rated vs. nonrated), education (high school graduate vs. nongraduate), and occupational specialty (Marine Engineering vs. other rates). Wide differences were noted in UA and desertion incidence among individual ships within class when pay grade and education were controlled, indicating that individual organizational units differed markedly on these performance indicators. One relatively large class of ships, the Leahy Class (CG), for which limited ship activity data were available, was studied in detail to determine: (a) performance differences among individual ships within class, (b) proportion of UAs and desertions accounted for by Engineering personnel, and (c) effects of operational status (stateside operations, yard period, Western Pacific deployment, and other) on UA rate. It was found that: (a) there were large differences among individual ships within class, for example, from a rate of 36.6 combined UAs and desertions/1000/year for one ship to 144.1/1000/year for another cruiser of the Leahy class; (b) more than one-half of all UAs and desertions were committed by Engineering personnel (a grossly disproportionate share of the total), and (c) relatively high UA rates were experienced during stateside operations and yard periods while very low rates were experienced during Western Pacific deployments.

Summary

Historical personnel data files maintained at the Naval Health Research Center were utilized for longitudinal studies of performance effectiveness in naval enlisted populations and individual organizational units. Detailed

cohort analyses were conducted to determine premature attrition by sex, race, mental group, education, occupational specialty, and other personnel indicators over a 12-year period (1966-1977). These analyses provided normative or baseline data concerning the effects of personnel and occupational characteristics on UA, desertion, and attrition so that the effects of such variables could be controlled in subsequent comparisons of organizational units. The most important determinants of UA/desertion rates were education, pay grade, and occupational specialty.

Wide differences in unit effectiveness (UA/desertion rate) were noted among surface ships of the same class. UA and desertion rates aboard surface ships appeared to be a function of: (a) personnel composition (education, pay grade, and occupational specialty), (b) ship's operational schedule, and (c) organizational and leadership factors of the type investigated in previous studies of shipboard habitability, work climate, and division leadership.

References

¹Gunderson, E. K. E. & Hoiberg, A. Personnel effectiveness and premature attrition in the all-volunteer Navy. In: H. W. Sinaiko (ed.), First Term Enlisted Attrition, Vol. 1. Washington, D.C.: Smithsonian Institute, 1977, pp. 310-327.

²Lockman, R. F. & Gordon, P. L. A revised SCREEN model for recruit selection and recruitment planning. Report No. CRC 338, Center for Naval Analyses, Arlington, Virginia, August 1977.

³Martin, A. J. Trends in DoD first-term enlisted attrition. In: H. W. Sinaiko (ed.), First Term Enlisted Attrition, Vol. 1. Washington, D.C.: Smithsonian Institute, 1977, pp. 3-23.

⁴Gunderson, E. K. E. Organizational and environmental influences on health and performance. In: B. T. King, S. Streufert, & F. E. Fiedler (eds.), Managerial Control and Organizational Democracy. Washington, D.C.: V. H. Winston & Sons, 1978, pp. 43-60.

APPENDIX A

Table of Contents

- Table 1: Attrition Rates for All Navy Enlisted Accessions by Year of Enlistment and Length of Follow-Up (1966-1977)
- Table 2: Two-Year Attrition Rates for Navy Enlisted Accessions by Sex and Fiscal Year (1966-1977)
- Table 3: Attrition Rates for Male Accessions by Length of Enlistment and Fiscal Year (1974-1977)
- Table 4: Attrition Rates for Male Four-Year Accessions by Race, Education, and Fiscal Year (1972-1977)
- Table 5: Attrition Rates for Male Four-Year Accessions by Race, Mental Group, and Fiscal Year (1972-1977)
- Table 6: Attrition Rates for Male Four-Year Accessions by Age at Enlistment, Education, and Fiscal Year (1974-1977)
- Table 7: Attrition Rates for Male Caucasian Four-Year Accessions by Delayed Entry Status, Education, and Fiscal Year (1974-1976)
- Table 8: Attrition Rates for Male Caucasian Four-Year Enlistees by Delay Status, SCREEN Score, Length of Follow-Up, and Enlistment Year (1974-1976)
- Table 9: Navy Occupational Fields and Selected Ratings
- Table 10: Attrition Rates for Male Caucasian Four-Year Accessions by Occupations (1970-1972)
- Table 11: Attrition Rates for Male Caucasian Four-Year Accessions by Occupation and Education (1973)
- Table 12: Attrition Rates for Male Caucasian Four-Year Accessions by Occupation and Education (1974)
- Table 13: Attrition Rates for Male Caucasian Four-Year Accessions by Occupation and Education (1975)
- Table 14: Attrition Rates for Male Caucasian Four-Year Accessions by Occupation and Education (1976)
- Table 15: Attrition Rates for Male Caucasian Four-Year Accessions by Occupation and Education (1977)

Table of Contents (continued)

Table 16: Unauthorized Absence and Desertion Rates Based on Cohort Analyses
for Male Caucasian Four-Year Enlistees

Table 1

Attrition Rates for All Navy Enlisted Accessions by

Year of Enlistment and Length of Follow-Up.

Year of Enlistment	Number of Accessions	Total No. of Losses	Cumulative Percent Losses ^a					4 Yrs.	First Enlistment ^b
			2 Mos.	6 Mos.	1 Yr.	2 Yrs.	3 Yrs.		
1966	138,716 ^c	26,955	2.60	3.85	6.14	10.35	13.59	16.74	19.43
1967	99,422	19,671	2.43	3.41	5.43	9.57	13.34	16.97	19.78
1968	120,808	27,345	2.60	3.98	6.58	11.88	16.70	20.00	22.63
1969	143,996	39,835	3.28	5.26	9.39	17.56	22.83	25.47	27.66
1970	97,130	32,199	5.44	8.05	13.51	22.74	27.79	30.39	33.15
1971	77,346	27,681	7.35	10.18	16.19	25.15	29.94	32.47	35.78
1972	88,320	34,234	8.69	11.44	17.49	27.19	32.83	36.17	38.76
1973	98,048	36,922	7.00	9.87	16.09	26.16	32.54	35.92	37.65
1974	82,821	34,345	10.78	13.53	19.32	29.86	37.13	40.44	41.46
1975	88,414		9.51	12.55	17.95	28.96	35.40		
1976	84,026		8.37	11.62	17.24	26.51			
1977	90,029		10.94	14.10	18.33				

^aAttrition or loss rate is the percent separated prior to the end of obligated service for any reason.

^bTotal losses for the first enlistment, includes personnel with extensions and terms of enlistment longer than 4 years.

^cIncludes only first enlistment personnel (Change Codes 101, 110, and 111). "Recalls" are not included.

Table 2

Two-Year Attrition Rates for Navy
Enlisted Accessions by Sex and Fiscal Year

<u>Enlistment Year 1966</u>					
<u>Sex</u>	<u>Number of Accessions</u>	<u>2 Mos.</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>
Male	136,564	2.35	3.59	5.75	9.66
Female	2,152	17.98	20.39	30.85	54.50
<u>Enlistment Year 1967</u>					
Male	97,069	2.14	3.08	4.92	8.56
Female	2,353	14.36	16.82	26.56	51.50
<u>Enlistment Year 1968</u>					
Male	118,507	2.38	3.72	6.14	11.12
Female	2,301	13.64	17.38	29.03	51.36
<u>Enlistment Year 1969</u>					
Male	141,637	3.17	5.12	9.11	17.04
Female	2,359	10.47	13.90	26.36	49.34
<u>Enlistment Year 1970</u>					
Male	94,891	5.35	7.93	13.22	22.24
Female	2,239	9.51	13.26	25.90	44.03
<u>Enlistment Year 1971</u>					
Male	74,936	7.24	10.08	15.92	24.68
Female	2,410	10.53	13.36	24.73	39.70
<u>Enlistment Year 1972</u>					
Male	86,059	8.60	11.37	17.37	27.01
Female	2,261	12.11	14.41	22.02	33.87
<u>Enlistment Year 1973</u>					
Male	93,011	6.76	9.64	15.86	25.86
Female	5,937	11.53	14.15	20.21	31.68
<u>Enlistment Year 1974</u>					
Male	76,674	10.90	13.69	19.45	29.95
Female	6,207	9.40	11.58	17.73	28.79

Enlistment Year 1975

<u>Sex</u>	<u>Number of Accessions</u>	<u>2 Mos.</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>
Male	81,790	9.63	12.77	18.16	29.18
Female	6,624	8.10	9.94	15.35	26.35

Enlistment Year 1976

Male	78,891	8.31	11.64	17.30	26.53
Female	5,135	9.38	11.33	16.37	26.15

Enlistment Year 1977

Male	85,384	11.00	14.21	18.45	25.15 ^a
Female	4,645	9.83	12.01	16.10	24.84 ^a

^aAttrition is slightly underestimated because of incomplete follow-up.

Table 3

Attrition Rates for Male Accessions by
Length of Enlistment and Fiscal Year

<u>Fiscal Year 1974</u>							
<u>Length of Enlistment</u>	<u>Number of Accessions</u>	<u>2 Mos.</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
2 years	1,382	0.94	5.35	14.97	26.77		
3 years	19,818	16.96	20.36	27.34	40.18	47.87	
4 years	54,719	9.08	11.65	16.92	26.54	33.79	37.57
6 years	689	0.72	1.01	2.75	5.22	7.54	8.27

<u>Fiscal Year 1975</u>							
2 years	1,161	1.63	6.89	16.10	27.82		
3 years	16,792	16.54	20.58	26.86	40.47	47.87	
4 years	62,957	8.03	10.92	16.04	26.47	32.63	
6 years	873	2.74	3.78	6.18	8.59	11.22	

<u>Fiscal Year 1976</u>							
2 years	1,342	1.34	7.67	16.91	26.75		
3 years	529	2.83	6.23	13.42	20.98		
4 years	74,662	8.41	11.70	17.29	26.53		
6 years	2,312	10.25	13.01	18.55	27.72		

<u>Fiscal Year 1977</u>							
2 years	2,139	1.96	7.33	14.91			
3 years	621	6.11	9.17	13.36			
4 years	79,664	11.21	14.40	18.58			
6 years	2,862	13.90	15.65	19.11			

Table 4

Attrition Rates for Male Four-Year Accessions by
Race, Education, and Fiscal YearEnlistment Year 1972

Race	Education	Number of Accessions	<u>Enlistment Year 1972</u>					First Enlistment
			2 Mos.	6 Mos.	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.
Caucasian	HSC	50,097	5.13	7.32	11.91	19.98	25.15	29.27
	NHSC	6,740	16.60	22.01	33.70	49.62	57.19	61.11
	HSC	3,214	5.28	7.15	13.16	24.73	31.39	36.52
	NHSC	727	16.50	20.49	34.25	53.37	60.11	64.09
<u>Enlistment Year 1973</u>								
Caucasian	HSC	38,060	4.05	6.11	10.07	17.35	22.58	27.27
	NHSC	5,823	11.93	16.70	26.20	42.74	51.34	56.13
	HSC	2,336	5.86	8.51	14.04	24.44	31.67	35.83
	NHSC	659	11.83	17.45	29.74	47.04	59.63	65.25

Enlistment Year 1974

Caucasian	HSC	36,241	6.05	8.07	11.97	19.55	25.61	29.12
	NHSC	12,269	16.67	20.94	30.19	45.83	56.23	60.81
	HSC	5,173	9.17	11.15	16.95	26.97	33.53	37.40
	NHSC	1,628	23.09	27.70	35.44	52.88	63.57	68.85
<u>Enlistment Year 1975</u>								
Caucasian	HSC	44,235	5.97	8.26	12.57	21.11	26.64	30.26
	NHSC	11,638	14.93	20.32	29.01	47.42	56.34	61.62
	HSC	3,726	8.58	11.05	15.78	25.84	32.68	38.76
	NHSC	1,324	22.80	27.49	35.57	51.05	63.57	69.34

<u>Race</u>	<u>Education</u>	<u>Number of Accessions</u>	<u>Enlistment Year 1976</u>					<u>First Enlistment</u>
			<u>2 Mos.</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
Caucasian	HSG	51,542	6.79	9.27	13.70	21.24		
	NHSG	15,233	13.64	19.89	29.63	44.63		
	HSG	5,085	8.39	11.22	15.92	25.23		
	NHSG	1,082	14.60	18.85	29.66	45.47		
<u>Enlistment Year 1977</u>								
Caucasian	HSG	46,432	8.48	11.14	14.66			
	NHSG	22,060	16.08	20.69	26.63			
	HSG	6,197	10.71	13.16	16.20			
	NHSG	2,219	19.33	22.21	27.35			

Table 5

Attrition Rates for Male Four-Year Accessions by
Race, Mental Group, and Fiscal YearEnlistment Year 1972

<u>Race</u>	<u>Mental Group</u>	<u>Number of Accessions</u>	<u>2 Mos.</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>	<u>First Enlistment</u>
Caucasian	I	1,841	3.04	4.34	7.76	13.52	17.49	21.12	26.01
	II	25,364	4.69	6.66	11.21	18.88	23.86	27.81	30.89
	III	17,721	6.69	9.67	15.41	25.04	30.76	35.06	37.45
	IIII	8,007	9.09	12.23	19.47	30.83	36.89	41.08	43.23
	IV	3,960	11.46	15.40	22.34	33.68	40.27	44.31	46.43
Black	I	5	-	-	-	-	-	-	-
	II	429	5.36	6.75	10.48	23.31	29.37	35.19	41.49
	III	1,093	6.67	8.69	16.19	27.81	35.22	39.52	43.18
	IIII	1,251	7.67	10.47	18.62	32.69	39.24	44.20	47.80
	IV	1,174	8.00	10.22	18.05	30.91	37.22	42.24	45.40

Enlistment Year 1973

Caucasian	I	1,462	2.46	3.96	6.83	13.95	17.51	22.70	25.85
	II	21,903	3.76	5.59	9.59	16.46	21.75	26.48	28.78
	III	12,894	5.49	8.33	13.46	23.53	29.60	34.07	35.59
	IIII	5,816	8.14	11.58	18.05	29.26	35.83	40.83	42.33
	IV	1,695	8.25	11.97	18.05	28.02	34.39	39.24	41.17
Black	I	7	-	-	-	-	-	-	-
	II	376	3.19	5.58	11.17	19.94	27.39	33.51	37.76
	III	896	4.57	7.36	13.16	24.33	31.91	37.27	39.28
	IIII	1,149	9.48	13.31	21.84	34.11	43.42	47.69	49.43
	IV	551	8.34	12.15	18.87	33.57	40.83	44.64	46.46

Enlistment Year 1974

Race	Mental Group	Number of Accessions	<u>Enlistment Year 1974</u>					<u>First Enlistment</u>
			<u>2 Mos.</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
Caucasian	I	753	3.98	5.71	8.89	15.13	19.25	22.84
	II	20,597	5.40	7.17	11.24	18.93	25.26	28.98
	III	14,809	7.89	10.60	16.20	26.40	34.02	38.00
	III	8,597	12.93	16.54	23.68	36.32	44.72	48.33
	IV	3,389	21.74	26.11	32.63	44.79	52.81	56.83
Black	I	2	-	-	-	-	-	-
	II	455	3.73	5.27	10.98	22.41	31.20	35.82
	III	1,207	12.26	14.83	20.54	32.97	41.50	45.31
	III	2,083	15.45	18.29	25.63	39.12	47.23	51.84
	IV	1,029	16.52	20.40	26.33	37.51	44.21	48.59

Enlistment Year 1975

Caucasian	I	1,436	2.64	3.69	7.45	15.25	20.05	
	II	23,311	4.69	6.84	11.22	20.28	25.94	
	III	18,106	7.59	10.91	16.57	27.99	34.86	
	III	8,830	12.01	15.93	22.59	35.62	42.41	
	IV	3,654	19.59	23.91	29.39	41.37	47.81	
Black	I	11	-	-	-	-	-	
	II	492	4.87	9.14	14.83	23.98	31.70	
	III	1,396	10.02	12.17	16.90	27.36	35.38	
	III	1,953	13.26	16.28	22.11	35.38	41.98	
	IV	1,164	16.32	19.93	26.11	37.19	43.29	

Enlistment Year 1976

Caucasian	I	2,633	3.87	5.81	9.92	17.16		
	II	26,821	5.86	8.41	13.53	21.56		
	III	20,317	7.68	11.09	16.91	26.85		
	III	12,225	12.38	17.26	24.26	35.02		
	IV	4,186	17.89	22.31	27.71	37.88		

Enlistment Year 1976 (continued)

Race	Mental Group	Number of Accessions	Enlistment Year 1976					First Enlistment
			2 Mos.	6 Mos.	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.
Black	I	35	-	-	-	-	-	-
	II	940	6.59	10.00	15.95	25.85	-	-
	IIII	1,792	8.25	11.49	17.52	28.23	-	-
	IIII	2,163	9.93	12.85	18.63	28.94	-	-
	IV	1,179	13.14	16.20	21.54	31.72	-	-

Enlistment Year 1977

Caucasian	I	4,095	5.00	6.83	10.10	-	-	-
	II	26,711	6.95	9.66	13.80	-	-	-
	IIII	18,907	11.10	14.90	19.58	-	-	-
	IIII	13,540	16.65	20.62	25.20	-	-	-
	IV	3,524	24.46	28.40	31.66	-	-	-
Black	I	46	-	-	-	-	-	-
	II	1,205	6.80	9.37	13.44	-	-	-
	IIII	2,141	12.00	14.15	17.88	-	-	-
	IIII	3,478	13.48	16.24	19.37	-	-	-
	IV	1,334	19.79	22.71	26.23	-	-	-

Table 6

Attrition Rates for Male Four-Year Accessions by
Age at Enlistment, Education, and Fiscal YearEnlistment Year 1974

Age	Education	Number of Accessions	2 Mos.	6 Mos.	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.	First Enlistment
17	HSC	5,863	6.21	8.60	13.70	23.89	31.79	35.84	37.23
	NHSC	7,203	15.61	19.96	30.12	46.79	57.61	62.37	63.23
18	HSC	14,681	5.36	7.06	10.31	17.23	23.16	26.72	27.81
	NHSC	3,098	17.39	21.11	29.34	43.64	53.35	58.06	58.71
19	HSC	7,775	6.23	8.30	12.04	19.12	24.63	28.06	29.09
	NHSC	1,075	18.23	22.79	30.79	44.74	55.53	59.34	60.46
> 19	HSC	8,100	7.03	9.33	13.70	21.13	26.64	29.79	30.93
	NHSC	893	20.82	26.09	33.03	46.92	55.99	59.46	60.13

Enlistment Year 1975

17	HSC	5,919	6.18	8.76	14.51	25.17	32.55		
	NHSC	6,376	14.57	20.12	29.28	49.16	58.65		
18	HSC	16,034	5.00	7.08	10.84	18.60	24.16		
	NHSC	2,982	13.58	18.57	26.82	44.46	52.71		
19	HSC	9,534	6.15	8.14	12.41	20.65	25.77		
	NHSC	1,113	16.08	20.75	27.94	44.11	52.38		
> 19	HSC	12,748	6.94	9.59	13.97	22.73	27.66		
	NHSC	1,167	19.28	25.44	34.19	48.58	56.81		

Enlistment Year 1976

17	HSC	5,783	6.34	8.66	13.88	23.70			
	NHSC	7,340	12.77	19.19	30.16	47.05			
18	HSC	19,942	5.40	7.52	11.46	18.68			
	NHSC	4,568	13.37	19.28	27.64	41.65			
19	HSC	11,089	7.28	9.94	14.11	21.28			
	NHSC	1,648	14.56	20.93	29.85	41.44			
> 19	HSC	14,728	8.47	11.38	16.37	23.71			
	NHSC	1,677	17.29	23.55	32.55	45.25			

Table 7

Attrition Rates for Male Caucasian Four-Year
Accessions by Delayed Entry Status, Education, and Fiscal Year

<u>Enlistment Year 1974</u>								
<u>Delay Status</u>	<u>Education</u>	<u>Number of Accessions</u>	<u>2 Mos.</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
Yes	HSG	20,862	5.19	6.70	9.48	15.53	20.88	23.97
	NHSG	1,869	12.35	15.83	23.48	37.18	46.86	51.36
No	HSG	14,617	7.54	10.20	15.59	25.38	32.46	36.62
	NHSG	10,351	17.51	21.93	31.49	47.48	58.02	62.62
<u>Enlistment Year 1975</u>								
Yes	HSG	27,435	5.32	7.31	10.88	18.10	23.05	
	NHSG	3,170	11.98	17.85	26.05	41.98	49.96	
No	HSG	15,668	7.46	10.18	15.77	26.57	33.20	
	NHSG	8,402	16.12	21.36	30.23	49.53	58.79	
<u>Enlistment Year 1976</u>								
Yes	HSG	33,404	5.94	8.01	11.74	18.10		
	NHSG	6,526	12.01	17.52	26.34	39.59		
No	HSG	17,174	8.73	11.99	17.63	27.34		
	NHSG	8,610	14.98	21.76	32.25	48.57		

Table 8

Attrition Rates for Male Caucasian Four-Year Enlistees by
Delay Status, SCREEN Score, Length of Follow-Up, and Enlistment Year

<u>Enlistment Year 1974</u>								
Delay Status	SCREEN Score	Number of Accessions	Enlistment Year 1974					
			2 Mos. ^a	6 Mos.	1 Yr.	2 Yrs.	3 Yrs.	4 Yrs.
Yes	< 71	503	15.90	20.47	29.02	44.53	55.66	59.64
	71-80	1,995	10.22	12.98	17.69	28.87	36.89	40.30
	81-89	10,652	5.58	7.40	10.67	17.15	23.08	26.43
	90	7,096	4.11	5.11	7.51	12.92	17.57	20.47
	> 90	842	3.56	4.86	7.12	12.35	16.15	18.88
No	< 71	4,668	22.17	27.16	36.95	53.25	62.85	67.07
	71-80	5,921	14.01	17.80	26.61	40.98	51.37	56.02
	81-89	8,246	7.33	10.24	16.44	27.47	35.25	39.41
	90	3,881	5.15	7.44	11.38	19.55	25.81	30.32
	> 90	498	5.62	6.22	10.24	16.26	19.87	24.89
<u>Enlistment Year 1975</u>								
Yes	< 71	727	15.81	22.28	31.77	46.07	54.05	
	71-80	3,595	11.07	15.41	20.75	32.79	39.44	
	81-89	14,673	5.77	8.04	12.09	19.94	25.34	
	90	8,248	3.33	4.89	8.00	14.54	18.91	
	> 90	1,221	2.78	3.68	6.87	13.34	17.28	
No	< 71	3,517	22.57	28.26	36.56	55.67	64.25	
	71-80	5,824	12.70	17.47	25.87	42.53	51.04	
	81-89	8,727	7.09	10.12	16.32	28.21	35.38	
	90	3,752	4.79	6.68	10.87	20.81	27.21	
	> 90	649	2.77	3.85	9.70	20.64	27.11	

^aLength of follow-up.

Enlistment Year 1976

<u>Delay Status</u>	<u>SCREEN Score</u>	<u>Number of Accessions</u>	<u>2 Mos.</u>	<u>6 Mos.</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
Yes	< 71	1,455	6.59	12.78	21.09	36.97		
	71-80	5,271	5.12	8.57	14.98	27.31		
	81-89	17,241	3.00	4.94	8.69	15.77		
	90	8,372	1.54	2.72	5.54	11.90		
	> 90	1,602	.74	1.49	3.49	11.17		
No	< 71	2,471	10.03	17.76	27.96	45.93		
	71-80	5,806	6.63	11.21	19.46	36.06		
	81-89	8,691	3.60	6.15	11.51	23.32		
	90	3,339	1.94	4.04	8.71	17.72		
	> 90	844	.71	2.60	4.97	13.50		

Table 9

NAVY OCCUPATIONAL FIELDS AND SELECTED RATINGS

OCCUPATIONAL FIELDRATINGS

General Seamanship	BM, SM
Ship Operations	OS, QM
Marine Engineering	BT, EM, EN, IC, MM
Ship Maintenance	HT, IM, ML, MR, OM, PM
Aviation Maintenance/Weapons	AD, AE, AM, AO, AQ, AT, AX, AZ, PR
Weapons Control	ET, FT
Ordnance Systems	GM, MN, MT, TM
Sensor Operations	EW, OT, ST
Construction	BU, CE, CM, EA, EO, SW, UT
Health Care	DT, HM
Administration	LN, NC, PC, PN, YN
Logistics	AK, DK, MS, SH, SK

SELECTED RATINGS

Boatswain's Mate - BM	Electronics Technician - ET
Boilerman - BT	Hospital Corpsman - HM
Electrician's Mate - EM	Yeoman - YN
Engineman - EN	Mess Management Specialist - MS
Machinist's Mate - MM	Cryptologic Technician - CT
Hull Technician - HT	Radioman - RM

NONRATED GROUPS

SN, SA, SR
 FN, FA, FR
 AN, AA, AR

Table 10

Attrition Rates for Male Caucasian Four-Year
Accessions by Occupation

Fiscal Year 1970

<u>Occupation</u>	<u>Number of Accessions</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
All	73,615	12.19	21.48	27.16	30.18
Seamanship	2,055	1.36	3.65	7.10	11.19
BM	1,492	0	.40	2.88	7.17
Operations	2,265	2.08	9.05	14.88	17.70
Engineering	8,287	1.89	8.31	13.42	17.03
BT	1,205	2.16	7.88	12.03	16.43
EN	1,152	1.22	6.42	14.06	16.67
MM	3,288	2.40	9.46	14.23	18.22
Maintenance	2,306	3.08	10.75	16.52	19.21
HT	1,716	3.09	11.07	17.07	19.99
Av/Main/Weap	10,566	.84	6.99	11.15	13.54
AD	1,916	1.36	10.12	14.77	17.17
AM	1,944	1.08	9.21	14.87	17.28
AT	1,973	.20	3.95	7.55	9.93
Weapons Control	4,837	1.03	7.09	12.16	14.99
ET	1,314	.46	6.32	12.25	15.90
Ordnance	1,999	1.00	6.95	11.76	15.46
GM	1,146	.87	5.93	10.21	13.96
Sensor	1,234	2.11	10.13	15.56	19.45
ST	850	2.82	12.70	18.94	22.94
Construction	721	1.66	11.23	18.03	21.36
Health Care	5,118	3.36	13.93	20.10	23.31
HM	4,644	3.29	14.10	20.20	23.47
Administrative	2,606	2.76	8.79	13.01	15.50
YN	1,621	2.78	9.75	14.06	16.29
Logistics	3,014	2.46	9.36	14.83	18.84
MS	1,109	4.60	15.24	21.82	25.97
SH	456	.22	1.75	5.70	10.30
SK	979	2.14	8.27	13.58	16.85
Cryptology	2,511	.28	3.15	6.41	8.88
Radioman	4,668	1.67	8.63	14.72	17.89
SN SA/SR	10,583	24.63	44.18	53.70	57.13
FN FA/FR	7,600	10.47	26.13	34.54	38.25
AN AA/AR	1,637	24.92	49.22	55.28	59.25

Fiscal Year 1971

<u>Occupation</u>	<u>Number of Accessions</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
All	59,434	14.28	23.05	27.98	30.79
Seamanship	1,456	1.78	3.86	6.66	10.03
BM	1,090	.09	.55	2.57	5.60
Operations	1,868	2.68	8.35	13.38	15.90
Engineering	9,669	2.53	9.82	14.32	17.88
BT	1,776	3.04	10.42	16.05	20.66
EN	950	2.53	8.53	13.37	16.32
MM	4,413	2.94	11.28	15.43	18.78
Maintenance	1,860	2.58	9.41	14.41	17.42
HT	1,216	2.71	9.62	15.13	18.42
Av/Main/Weap	7,390	.96	6.08	9.07	11.38
AD	1,598	1.00	7.70	11.01	13.52
AM	2,386	.80	6.37	9.43	11.90
AT	930	.43	3.22	5.48	7.10
Weapons Control	3,231	1.36	7.37	11.36	14.61
ET	1,092	1.37	6.41	11.08	14.56
Ordnance	1,658	2.17	7.78	13.57	16.77
GM	746	1.34	3.08	8.31	10.86
Sensor	1,012	1.88	8.20	13.34	15.91
ST	660	2.12	7.73	13.03	16.36
Construction	1,251	3.04	10.15	16.31	19.02
Health Care	3,204	5.37	12.55	17.17	20.13
HM	2,795	5.08	12.66	17.57	20.64
Administrative	2,002	2.00	5.89	8.44	10.59
YN	1,120	.89	5.27	7.14	8.93
Logistics	2,310	2.73	8.14	12.08	15.24
MS	760	5.39	13.82	18.16	21.71
SH	387	1.55	4.39	7.49	10.08
SK	638	1.72	7.52	11.13	13.79
Cryptology	1,299	.31	2.77	5.00	6.47
Radioman	2,587	1.35	8.89	14.19	16.89
SN/SA/SR	8,471	38.73	56.48	63.91	66.63
FN/FA/FR	5,219	17.60	35.18	43.24	46.06
AN/AA/AR	2,005	27.93	49.82	61.00	64.94

Fiscal Year 1972

<u>Occupation</u>	<u>Number of Accessions</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
All	57,272	14.39	23.33	28.74	32.81
Seamanship	1,449	.69	2.62	5.45	10.14
BM	1,109	.09	.27	2.71	6.85
Operations	1,789	3.52	11.29	16.27	21.46
Engineering	9,046	2.90	10.09	15.73	20.48
BT	1,908	4.30	14.68	21.33	27.36
EN	1,179	3.31	8.31	13.74	18.32
MM	3,579	2.91	10.25	15.84	20.03
Maintenance	2,140	2.34	10.09	14.63	19.72
HT	1,500	2.47	10.80	15.93	21.40
Av/Main/Weap	7,349	1.46	5.80	9.92	14.26
AD	1,896	1.90	7.91	12.66	17.62
AM	1,889	1.91	6.56	10.32	14.51
AT	950	.32	3.68	7.47	11.37
Weapons Control	2,608	1.61	6.67	12.19	15.95
ET	729	2.19	5.90	12.21	16.87
Ordnance	1,651	2.30	7.15	10.54	14.66
GM	850	1.41	4.59	7.65	11.65
Sensor	842	1.19	6.53	10.33	13.78
ST	616	1.30	6.66	10.71	13.80
Construction	1,307	2.22	9.64	14.61	18.97
Health Care	3,268	6.61	13.80	19.25	23.56
HM	2,899	7.21	14.49	20.14	24.53
Administrative	2,201	2.59	7.13	10.68	15.45
YN	1,045	1.63	5.36	8.04	12.54
Logistics	2,982	3.96	9.76	13.92	18.04
MS	1,118	6.89	14.04	18.96	23.61
SH	453	2.21	7.28	10.60	14.79
SK	885	2.94	8.59	11.86	14.80
Cryptology	571	.35	1.93	3.33	5.78
Radioman	1,957	1.74	8.48	13.13	17.58
SN/SA/SR	9,904	56.22	70.84	77.00	79.48
FN/FA/FR	4,340	19.45	37.30	45.88	50.44
AN/AA/AR	2,094	34.10	57.88	69.48	73.40

Table 11

Attrition Rates for Male Caucasian Four-Year
Accessions by Occupation and Education

Fiscal Year 1973

<u>Occupation</u>	<u>Education</u>	<u>Number of Accessions</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
All	HSG	38,060	10.07	17.35	22.58	27.27
	NHSG	5,823	26.20	42.74	51.34	56.13
Seamanship	HSG	405	1.23	2.96	4.19	9.62
	NHSG	120	3.33	5.83	8.33	15.00
BM	HSG	282	-	-	.35	4.60
	NHSG	84	-	-	1.19	7.14
Operations	HSG	1,334	3.22	9.97	16.26	21.66
	NHSG	109	8.25	24.77	33.02	42.20
Engineering	HSG	7,192	3.07	10.21	15.83	21.10
	NHSG	728	7.41	24.03	33.24	39.42
BT	HSG	990	4.64	14.24	20.00	25.15
	NHSG	388	9.27	31.70	40.72	48.19
EN	HSG	874	2.63	9.38	13.95	19.67
	NHSG	114	7.01	13.15	24.56	28.94
MM	HSG	3,268	3.48	10.86	17.22	22.36
	NHSG	133	5.26	18.04	29.32	33.08
Maintenance	HSG	1,680	3.33	10.77	15.47	20.95
	NHSG	263	8.36	24.33	35.36	41.82
HT	HSG	1,199	3.91	12.34	17.68	22.68
	NHSG	225	8.00	24.44	36.44	43.11
Av/Main/Weap	HSG	5,109	1.40	6.42	11.11	15.46
	NHSG	685	2.62	13.72	22.33	26.71
AD	HSG	907	2.31	8.37	14.22	18.30
	NHSG	143	2.79	13.28	24.47	28.67
AM	HSG	1,095	2.00	8.85	13.60	17.62
	NHSG	211	4.26	18.00	25.59	30.33
AT	HSG	1,085	.55	4.33	8.29	12.81
	NHSG	43	4.65	20.93	30.23	34.88
Weapons Control	HSG	2,225	2.24	7.32	12.98	17.93
	NHSG	19	-	-	-	-
ET	HSG	686	2.04	5.53	9.47	16.32
	NHSG	14	-	-	-	-
Ordnance	HSG	583	2.05	6.34	9.09	13.20
	NHSG	64	-	10.93	17.18	20.31
GM	HSG	328	2.13	6.70	10.06	14.63
	NHSG	37	-	10.81	16.21	18.91
Sensor	HSG	1,009	1.18	7.13	11.79	16.15
	NHSG	31	3.22	3.22	12.90	19.35
ST	HSG	675	1.03	8.00	13.48	17.77
	NHSG	19	-	-	-	-
Construction	HSG	1,495	1.53	6.95	11.57	15.85
	NHSG	106	-	17.92	26.41	30.18
Health Care	HSG	3,835	3.91	10.56	16.08	20.91
	NHSG	314	15.28	28.02	38.53	41.08

Fiscal Year 1973 (continued)

<u>Occupation</u>	<u>Education</u>	<u>Number of Accessions</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
HM	HSG	3,139	3.85	10.54	16.37	21.21
	NHSG	246	17.47	28.86	41.05	43.49
Administrative	HSG	1,436	2.92	7.24	10.79	16.50
	NHSG	66	4.54	13.63	21.21	27.27
YN	HSG	496	1.20	5.04	8.87	12.70
	NHSG	20	-	-	-	-
Logistics	HSG	2,017	2.62	9.17	13.83	20.62
	NHSG	331	2.11	15.70	28.09	37.76
MS	HSG	794	2.39	10.32	16.12	23.17
	NHSG	197	2.03	15.73	31.47	42.13
SH	HSG	88	-	4.54	7.95	15.90
	NHSG	15	-	-	-	-
SK	HSG	748	3.47	10.29	14.70	21.92
	NHSG	74	2.70	16.21	21.62	24.32
Cryptology	HSG	470	1.48	2.76	3.61	7.65
	NHSG	9	-	-	-	-
Radioman	HSG	1,021	2.15	8.61	14.39	20.56
	NHSG	129	3.10	14.72	27.13	30.23
SN/SA/SR	HSG	4,215	58.31	69.34	74.47	76.93
	NHSG	1,535	61.88	78.24	84.95	88.01
FN/FA/FR	HSG	1,794	18.72	33.27	40.85	46.04
	NHSG	655	30.99	54.65	64.88	69.92
AN/AA/AR	HSG	593	35.07	59.69	72.68	77.23
	NHSG	424	40.56	66.74	76.65	80.66

Table 12

Attrition Rates for Male Caucasian Four-Year
Accessions by Occupation and Education

Fiscal Year 1974

<u>Occupation</u>	<u>Education</u>	<u>Number of Accessions</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
All	HSG	36,241	11.97	19.55	25.61	29.12
	NHSG	12,269	30.19	45.83	56.23	60.81
Seamanship	HSG	486	2.05	5.55	8.43	12.75
	NHSG	310	3.54	9.03	14.19	20.96
BM	HSG	339	-	-	1.76	5.89
	NHSG	215	-	-	2.79	10.69
Operations	HSG	968	4.64	12.91	20.24	22.83
	NHSG	196	5.10	20.40	31.12	40.81
Engineering	HSG	7,059	4.07	12.69	19.74	24.49
	NHSG	1,784	8.85	25.16	37.33	43.10
BT	HSG	1,123	7.65	20.65	28.58	32.76
	NHSG	936	11.21	31.94	45.94	51.17
EN	HSG	912	2.74	10.19	16.99	20.94
	NHSG	150	4.66	16.00	23.33	30.66
MM	HSG	2,612	4.51	13.89	21.01	26.30
	NHSG	506	7.90	19.36	30.83	37.15
Maintenance	HSG	1,551	3.93	10.89	16.76	20.43
	NHSG	450	5.33	17.77	28.66	37.11
HT	HSG	1,109	4.23	11.99	18.39	22.09
	NHSG	367	6.26	19.61	30.24	38.96
Av/Main/Weap	HSG	4,845	1.48	6.91	11.68	14.75
	NHSG	1,184	3.04	13.68	24.57	29.39
AD	HSG	1,023	2.34	8.99	13.97	17.10
	NHSG	182	4.94	19.23	27.47	31.86
AM	HSG	983	2.13	8.34	13.42	16.88
	NHSG	438	2.51	12.32	22.83	27.39
AT	HSG	967	.82	4.75	8.37	11.58
	NHSG	50	2.00	6.00	18.00	22.00
Weapons Control	HSG	2,713	1.17	6.63	11.86	15.92
	NHSG	61	6.55	16.39	29.50	31.14
ET	HSG	936	1.06	6.08	11.75	15.81
	NHSG	50	8.00	20.00	36.00	38.00
Ordinance	HSG	795	.37	4.77	12.20	15.34
	NHSG	202	1.98	8.41	19.30	27.22
GM	HSG	373	.26	4.82	11.79	14.74
	NHSG	115	1.73	6.95	13.04	20.86
Sensor	HSG	1,044	1.72	8.33	13.40	16.85
	NHSG	57	3.50	12.28	24.56	24.56
ST	HSG	640	2.34	9.37	14.06	17.81
	NHSG	44	4.54	11.36	22.72	22.72
Construction	HSG	1,436	1.67	7.03	12.88	17.61
	NHSG	202	3.46	11.38	25.74	32.67
Health Care	HSG	2,544	3.81	9.35	14.58	18.59
	NHSG	221	15.83	28.95	40.27	46.60

Fiscal Year 1974 (continued)

<u>Occupation</u>	<u>Education</u>	<u>Number of Accessions</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
HM	HSG	2,172	4.00	9.53	15.10	19.42
	NHSG	198	16.16	30.30	40.40	46.96
Administrative	HSG	937	3.73	8.21	13.44	16.43
	NHSG	113	9.73	21.23	23.89	25.66
YN	HSG	419	2.62	6.20	11.21	15.27
	NHSG	50	2.00	14.00	16.00	18.00
Logistics	HSG	1,733	3.63	11.54	19.15	22.50
	NHSG	611	7.36	24.22	37.97	43.04
MS	HSG	704	5.11	15.34	24.14	28.40
	NHSG	353	8.78	28.32	43.05	48.44
SH	HSG	184	4.34	13.04	20.10	21.19
	NHSG	81	4.93	18.51	27.16	32.09
SK	HSG	460	2.39	10.00	16.95	19.56
	NHSG	99	4.04	19.19	31.31	35.35
Cryptology	HSG	652	.30	2.14	3.52	5.06
	NHSG	47	2.12	8.51	14.89	17.02
Radioman	HSG	778	2.31	10.92	17.09	20.30
	NHSG	169	3.55	14.79	22.48	27.81
SN/SA/SR	HSG	4,999	57.29	66.99	72.47	74.27
	NHSG	3,452	57.67	73.81	82.93	85.45
FN/FA/FR	HSG	1,692	21.80	37.58	46.86	50.35
	NHSG	1,813	45.06	65.30	75.28	79.92
AN/AA/AR	HSG	692	40.89	61.27	72.54	76.58
	NHSG	1,046	47.22	67.20	77.91	81.64

Table 13

Attrition Rates for Male Caucasian Four-Year
Accessions by Occupation and Education

Fiscal Year 1975

<u>Occupation</u>	<u>Education</u>	<u>Number of Accessions</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
All	HSG	44,235	12.57	21.11	26.54	
	NHSG	11,638	29.01	47.42	56.34	
Seamanship	HSG	777	1.54	4.24	6.04	
	NHSG	330	3.63	10.60	16.06	
BM	HSG	554	-	-	1.80	
	NHSG	216	-	-	1.85	
Operations	HSG	1,649	3.27	14.37	20.25	
	NHSG	337	5.93	28.78	38.27	
Engineering	HSG	7,892	5.14	16.23	22.75	
	NHSG	1,934	9.72	32.00	42.45	
BT	HSG	1,242	8.85	22.94	30.99	
	NHSG	1,110	11.98	37.47	49.54	
EN	HSG	886	4.06	11.51	17.60	
	NHSG	188	4.78	15.42	23.40	
MM	HSG	3,434	5.50	18.66	25.56	
	NHSG	439	9.33	32.80	41.23	
Maintenance	HSG	1,765	3.05	10.93	16.71	
	NHSG	392	3.82	21.68	33.16	
HT	HSG	1,302	3.22	11.67	18.27	
	NHSG	325	4.00	22.76	36.00	
Av/Main/Weap	HSG	6,274	1.02	6.91	11.73	
	NHSG	1,210	3.05	15.61	25.04	
AD	HSG	1,072	1.02	7.55	14.27	
	NHSG	200	3.00	14.50	25.00	
AM	HSG	1,576	1.39	8.94	13.45	
	NHSG	428	3.27	15.88	24.53	
AT	HSG	1,075	.74	5.11	8.65	
	NHSG	57	-	7.01	17.54	
Weapons Control	HSG	4,088	2.15	8.17	13.47	
	NHSG	119	1.68	12.60	22.68	
ET	HSG	1,520	1.77	6.97	12.63	
	NHSG	96	2.08	11.45	20.83	
Ordnance	HSG	1,637	1.46	7.75	13.31	
	NHSG	362	4.69	19.06	28.17	
GM	HSG	781	1.15	6.27	11.01	
	NHSG	211	3.79	15.63	20.85	
Sensor	HSG	1,271	1.18	8.33	14.08	
	NHSG	52	1.92	15.38	25.00	
ST	HSG	875	1.48	9.02	15.31	
	NHSG	38	2.63	15.78	26.31	
Construction	HSG	1,268	1.10	6.78	12.93	
	NHSG	186	2.15	18.27	26.88	
Health Care	HSG	2,268	3.79	10.44	14.63	
	NHSG	63	7.93	25.39	34.92	

Fiscal Year 1975 (continued)

<u>Occupation</u>	<u>Education</u>	<u>Number of Accessions</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>	<u>3 Yrs.</u>	<u>4 Yrs.</u>
HM	HSG	2,085	3.69	10.45	14.62	
	NHSG	61	8.19	26.22	36.06	
Administrative	HSG	884	2.71	9.50	14.02	
	NHSG	101	4.95	17.82	30.69	
YN	HSG	515	1.94	6.79	11.45	
	NHSG	54	5.55	12.96	24.07	
Logistics	HSG	2,023	4.39	12.50	19.62	
	NHSG	578	8.30	30.62	43.07	
MS	HSG	854	5.50	14.16	23.18	
	NHSG	321	10.28	35.20	49.84	
SH	HSG	412	5.33	16.26	23.05	
	NHSG	140	9.28	28.57	40.00	
SK	HSG	513	2.53	8.96	14.42	
	NHSG	81	-	23.45	30.86	
Cryptology	HSG	980	.71	3.57	5.00	
	NHSG	70	-	8.57	8.57	
Radioman	HSG	1,235	3.64	9.87	14.73	
	NHSG	149	4.02	17.44	30.20	
SN/SA/SR	HSG	6,917	54.89	65.21	69.85	
	NHSG	3,412	60.05	76.99	83.49	
FN/FA/FR	HSG	2,250	21.42	33.03	40.53	
	NHSG	1,335	44.11	66.21	76.40	
AN/AA/AR	HSG	775	38.70	62.83	73.16	
	NHSG	724	45.71	70.71	80.38	

Table 14

Attrition Rates for Male Caucasian Four-Year
Accessions by Occupation and Education

Fiscal Year 1976

<u>Occupation</u>	<u>Education</u>	<u>Number of Accessions</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>
All	HSG	51,542	13.70	21.24
	NHSG	15,233	29.63	44.63
Seamanship	HSG	1,213	1.07	3.21
	NHSG	435	1.37	6.66
BM	HSG	887	-	.33
	NHSG	305	-	.32
Operations	HSG	1,876	3.19	10.44
	NHSG	395	4.81	17.46
Engineering	HSG	8,412	3.97	12.25
	NHSG	2,195	7.97	23.00
BT	HSG	1,212	7.09	19.22
	NHSG	993	10.27	27.49
EN	HSG	965	3.00	8.29
	NHSG	250	5.20	17.60
MM	HSG	3,377	4.88	13.94
	NHSG	719	7.51	23.22
Maintenance	HSG	2,166	.46	2.63
	NHSG	495	.60	4.64
HTL	HSG	1,677	2.86	8.52
	NHSG	414	4.83	18.59
Av/Main/Weap	HSG	6,075	.85	4.47
	NHSG	988	2.22	11.53
AD	HSG	1,047	.47	3.62
	NHSG	154	3.89	14.28
AM	HSG	1,785	1.06	5.88
	NHSG	403	2.97	11.91
AT	HSG	1,011	.59	2.17
	NHSG	77	-	6.49
Weapons Control	HSG	3,842	1.19	5.93
	NHSG	308	3.89	9.41
ET	HSG	1,505	1.12	5.71
	NHSG	148	4.72	10.13
Ordnance	HSG	1,770	1.46	7.62
	NHSG	572	3.14	15.20
GM	HSG	1,161	1.55	7.66
	NHSG	376	1.06	13.56
Sensor	HSG	1,569	1.40	6.37
	NHSG	163	3.06	12.26
ST	HSG	1,063	2.06	8.27
	NHSG	131	3.81	12.97
Construction	HSG	1,067	1.59	6.65
	NHSG	267	9.36	23.59
Health Care	HSG	2,702	4.18	9.36
	NHSG	194	7.73	17.52

Fiscal Year 1976 (continued)

<u>Occupation</u>	<u>Education</u>	<u>Number of Accessions</u>	<u>1 Yr.</u>	<u>2 Yrs.</u>
HM	HSG	2,496	4.36	9.57
	NHSG	180	7.22	16.66
Administrative	HSG	1,004	4.08	8.16
	NHSG	104	2.88	12.50
YN	HSG	509	1.76	4.32
	NHSG	64	1.56	7.81
Logistics	HSG	2,533	4.57	13.69
	NHSG	819	9.52	26.98
MS	HSG	1,186	5.48	17.70
	NHSG	511	11.15	31.70
SH	HSG	377	5.30	14.58
	NHSG	126	6.34	19.84
SK	HSG	730	3.56	9.58
	NHSG	139	7.91	21.58
Cryptology	HSG	972	2.98	4.83
	NHSG	83	2.40	7.22
Radioman	HSG	1,641	2.43	7.80
	NHSG	183	2.73	12.56
SN/SA/SR	HSG	9,688	49.92	60.52
	NHSG	4,947	58.19	73.21
FN/FA/FR	HSG	3,539	22.63	34.78
	NHSG	2,077	40.73	62.01
AN/AA/AR	HSG	1,351	35.60	55.88
	NHSG	884	41.40	62.66

Table 15

Attrition Rates for Male Caucasian Four-Year
Accessions by Occupation and Education

Fiscal Year 1977

<u>Occupation</u>	<u>Education</u>	<u>Number of Accessions</u>	<u>1 Yr.</u>
All	HSG	46,432	14.66
	NHSG	22,060	26.63
Seamanship	HSG	658	1.97
	NHSG	386	4.14
BM	HSG	367	-
	NHSG	182	-
Operations	HSG	1,465	3.00
	NHSG	398	4.27
Engineering	HSG	7,176	2.94
	NHSG	2,273	3.38
BT	HSG	1,168	2.65
	NHSG	934	3.74
EN	HSG	696	1.72
	NHSG	248	2.82
MM	HSG	3,190	4.07
	NHSG	759	4.08
Maintenance	HSG	2,061	1.55
	NHSG	748	1.60
HT	HSG	1,667	1.67
	NHSG	621	1.61
Av/Main/Weap	HSG	4,909	.87
	NHSG	1,571	1.08
AD	HSG	767	1.17
	NHSG	307	1.30
AM	HSG	1,438	1.25
	NHSG	465	.64
AT	HSG	822	.12
	NHSG	193	-
Weapons Control	HSG	3,062	1.07
	NHSG	498	1.40
ET	HSG	937	.64
	NHSG	186	1.61
Ordnance	HSG	1,410	1.63
	NHSG	633	1.73
GM	HSG	940	1.80
	NHSG	455	1.53
Sensor	HSG	1,178	1.10
	NHSG	277	2.16
ST	HSG	969	1.34
	NHSG	244	2.45
Construction	HSG	851	1.76
	NHSG	181	2.76
Health Care	HSG	2,178	4.08
	NHSG	361	8.58

Fiscal Year 1977 (continued)

<u>Occupation</u>	<u>Education</u>	<u>Number of Accessions</u>	<u>1 Yr.</u>
HM	HSG	1,990	4.22
	NHSG	319	9.09
Administrative	HSG	971	2.88
	NHSG	220	4.54
YN	HSG	476	2.52
	NHSG	120	3.33
Logistics	HSG	2,300	3.00
	NHSG	1,048	4.96
MS	HSG	914	2.84
	NHSG	498	4.41
SH	HSG	444	4.72
	NHSG	254	8.26
SK	HSG	621	2.89
	NHSG	201	2.98
Cryptology	HSG	543	.18
	NHSG	103	-
Radioman	HSG	1,229	1.87
	NHSG	316	3.16
SN/SA/SR	HSG	9,987	47.64
	NHSG	7,645	51.10
FN/FA/FR	HSG	3,792	21.62
	NHSG	3,340	32.39
AN/AA/AR	HSG	2,066	28.02
	NHSG	1,838	32.97

Table 16

Unauthorized Absence and Desertion Rates Based on Cohort Analyses
for Male Caucasian Four-Year Enlistees

Education	Number of Accessions	<u>One UA</u>		<u>Multiple UAs</u>		<u>Total UAs^a</u>		<u>Desertions^a</u>	
		<u>Enlistment Year 1972</u>		<u>Enlistment Year 1973</u>		<u>Enlistment Year 1974</u>		<u>Enlistment Year 1975</u>	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
HSG	50,097	3,639	7.26	1,905	3.80	5,544	11.07	2,149	4.29
NHSG	6,740	908	13.47	683	10.13	1,591	23.61	1,014	15.04
HSG	38,060	3,180	8.36	2,113	5.55	5,293	13.91	1,904	5.00
NHSG	5,823	991	17.02	1,007	17.29	1,998	34.31	976	16.76
HSG	36,241	3,602	9.94	2,560	7.06	6,162	17.00	2,262	6.24
NHSG	12,269	2,394	19.51	2,488	20.28	4,882	39.79	2,252	18.36
HSG	44,235	4,667	10.55	3,245	7.34	7,912	17.89	3,128	7.07
NHSG	11,638	2,299	19.75	2,322	19.95	4,621	39.71	2,267	19.48

^aNumber of individuals having one or more UAs or desertions during the first enlistment.